

Executive Summary: FY27-29 Strategic Plan

Following its initial review at the August 5 regular meeting, the draft of the new strategic plan is currently presented to the Board of Education for further deliberation and formal consideration.

Development Process & Stakeholder Engagement

The draft plan represents a collaborative effort involving over 40 participants, including staff, Board members, community stakeholders, and students.

- **Facilitation & Working Sessions:** The initial stages were guided by facilitator Ralph Grimm alongside Superintendent Dr. Michael Plourde across three core working sessions (March 6, March 7, and March 19, 2026).
- **Subcommittee Focus:** From April through July 2026, four dedicated subcommittees met to build targeted action items, led by the following district leaders:
 - **Facilities:** Heather Alderks, *Director of Safety and Operations*
 - **Communication & Branding:** Henry Robison, *Athletics/Activities Director*
 - **Financial Stewardship:** John Smith, *Board President*
 - **K-12 Curricular Alignment & Academic Excellence:** Beth Kleinschmidt, *Math Instructional Coach*

Core Pillars & Key Objectives

1. Facilities

- **Immediate Needs:** Address modernizations—including HVAC, safety, and classroom upgrades—in at least 75% of high-need areas.
- **Transparency & Long-Term Planning:** Establish a clear Health Life Safety (HLS) communication plan and implement an annually updated 10-year comprehensive facility plan.
- **Structural Review:** Conduct a data-informed evaluation of the split elementary structure to assess potential consolidation or reconfiguration.

2. Communication & Branding

- **Transparency:** Enhance public engagement and Board meeting awareness through dedicated newsletter sections and updated website links.
- **User-First Enhancements:** Complete a comprehensive website redesign, incorporating user audits, parent survey feedback, and AI chatbot integration.
- **Unified Identity:** Ensure all district communications, athletic programs, and club activities align with the district branding guide.

3. Financial Stewardship

- **Operational Efficiency:** Complete a comprehensive review and inventory of all district contracts to identify cost-saving efficiencies.
- **Revenue Expansion:** Apply for at least three new grants to diversify funding sources.

- Fiscal Solvency: Finalize a multi-year balanced budget strategy and establish a local community and economic coalition to support tax base growth.
4. K-12 Curricular Alignment & Academic Excellence
- Curriculum & PLC Standardization: Complete K-12 core curriculum mapping and standardized PLC protocols across all buildings.
 - Instructional Quality: Develop an instructional strategies playbook and implement the Danielson Framework to boost student engagement and retention.
 - Career Pathways: Expand life-ready programming through new pathways in Health, Automotive, Business, and Education.

New Vision, Mission, and Core Values

The plan is presented with new vision, mission, and core values statements which were developed by the 18-member District Leadership Team.

The Vision: *Honoring the Past, Preparing the Future*

The Mission: *Respecting the tradition of excellence while empowering the next generation of visionary leaders*

The Core Values: *Excellence, Integrity, Engagement*

System Alignment & Continuous Improvement

To ensure accountability, school-level goals, department improvement goals, and Leadership Team evaluation goals will directly align with the overarching goals and action items defined within this strategic plan.

Next Steps & Feedback Requested

Administration recommends the Board of Education consider the approval of the new strategic plan and vision, mission, and core values statements. The collective work of the Meridian community members who created this plan is highly valued and appreciated.